

---

# 3D

## Information/Action

### *Educator Preparation Committee*

#### **Summary of the Work Related to Teacher Induction: Amending the Regulations to Define a Single Induction Experience for New Teachers**

---

**Executive Summary:** This agenda item presents information about new teacher induction and proposes amendments to Title 5 of the California Code of Regulations pertaining teacher induction to define and refine the requirements for a Clear teaching credential for both general education and special education teachers.

**Recommended Action:** Staff recommends that the Commission approve the proposed regulations for the purpose of beginning the rulemaking file for submission to the Office of Administrative Law and to schedule a public hearing.

**Presenters:** David Crable, Manager, Certification Division, and Karen Sacramento, Consultant, Professional Services Division

#### **Strategic Plan Goal**

##### ***I. Educator Quality***

- a) Maintain expectations for educator preparedness and performance that are responsive to the needs of California's diverse student population and promote 21<sup>st</sup> century teaching and learning.

December 2017

---

## Summary of the Work Related to Teacher Induction: Amending the Regulations to Define a Single Induction Experience for New Teachers

---

### Introduction

This agenda item presents information about new teacher induction standards and proposes amendments to California Code of Regulations, Title 5 §§80048.8, 80048.8.1, and 80413 to define and refine the requirements for a Clear teaching credential for both general education and special education teachers for the Commission's consideration and potential action. This item is organized into two parts: 1) description of the single induction experience for new teachers, and 2) amendments to Title 5 regulations.

### Background

In [October 2016](#) the Commission on Teacher Credentialing, as part of strengthening and streamlining the accreditation process, adopted a unitary set of program standards that governs induction for both general education and special education teachers. In doing so, the Commission recognized that a high quality, job embedded mentoring program is the most effective means of delivering support and assistance to new teachers regardless of credential area. Induction programs approved to clear the General Education credential are implementing the program standards for General Education candidates in fall of 2017. Induction Programs approved to clear the Education Specialist credential will implement the program standards for Education Specialist candidates by no later than fall of 2018.

The Commission, through the adoption of the new standards, established the policy that a teacher earning a teaching credential should only need to complete one induction experience. However, regulations need to be promulgated in order to codify the ability for the Commission to grant a clear credential or a subsequent credential to anyone who already holds a clear credential in one area and completes a preliminary preparation program in another credential area.

### Induction Programs Transitioned to the New Standards

When the Commission adopted the single set of Teacher Induction Program Standards in October 2016, staff communicated that there were now Teacher Induction standards through [PSA 17-01: Commission Adoption of Teacher Induction Preconditions and Program Standards](#). All Teacher Induction programs were required to submit a Transition Plan and be offering the Teacher Induction program by the specified dates as shown in the table below:

Type of Induction Program	Transition Plan Due	Must Transition to New Standards
General Education	June 30, 2016	September 1, 2017
Special Education	April 17, 2017	September 1, 2018

Because the Title 5 Regulations have not been updated staff provided guidance in a PSA ([17-05: Teacher Induction: Information on Credential Recommendations](#)) for induction programs to submit credential recommendations.

The second part of this agenda item identifies the amendments to the Title 5 Regulations.

### **Proposed Amendments to Regulations**

#### **§80048.8**

(a)(4)(B): Change the “i” to a “j” to correct the spelling of the word “subject.”

(a)(D)(10): Delete the phrase “Individualized Induction Plan (IIP)” and add the phrase “Induction Individual Learning Plan (ILP)” to correctly reflect the requirements to be met for the clear credential under the revised standards adopted by the Commission.

(c)(1): Delete the acronym “IIP” and add the acronym “ILP” to reference the definition provided in §80048.8.1(e)(1). Delete the reference to subsection (d) and add reference to subsection (e) to reflect the adjusted order of items in §80048.8.1.

#### **§80048.8.1**

(a)(2): Delete the paragraph in this subsection and replace it with “Enrollment in and successful completion of the mentor supported ILP based requirements in an approved Teacher Induction Program.”

This change reflects the revised Induction Preconditions and Standards, that each Induction professional learning be a two-year, individualized job-embedded system of mentoring, support and professional learning that begins in the teacher’s first year of teaching.

(a)(2)(A) – (a)(2)(C): Delete these paragraphs as the IIP has been replaced by the ILP, as defined in §80048.8.1(e)(1).

(a)(2)(D): Delete the phrase “Individualized Induction Plan (IIP)” and add the phrase “Individual Learning Plan (ILP)” to reference the definition provided in §80048.8.1(e)(1). Add the phrase “as is applicable to the candidate’s assignment and induction participation.”

This change reflects the replacement of the IIP with the ILP in the Induction Standards. The ILP as defined in §80048.8.1(e)(1) is designed to comprehensively document the teacher candidates’ growth and learning during the induction experience. The ILP is tailored to the needs of the individual based upon the teacher’s credential type and job assignment to provide a high level of mentoring and support so that the beginning teacher is helped to develop enduring professional skills.

(c): Addition of this paragraph clarifies that the requirements of the teacher induction program may be applied to both general and special education teaching credential types. The 2016 Teacher Induction Program Standards apply to both general education and education specialist

candidates and contain an Individual Learning Plan (ILP). The Individualized Induction Plan (IIP) was only part of the Education Specialist Induction program. Therefore, through the ILP it is not necessary for educators to undergo the extra time or expense of completing separate induction programs for each credential type. Completion of the teacher induction program may be used to qualify an educator for either clear teaching credential type.

(d): Change this subsection from (c) to (d) due to the addition of the new subsection (c) and to maintain the logical order of the section.

(e): Change this subsection from (d) to (e) due to the addition of the new subsection (c) and to maintain the logical order of the section.

(e)(1): Delete the information that refers to and defines the IIP and replace it with the revised information that defines the ILP. This change reflects the replacement of the IIP with the ILP in the revised Induction Standards adopted by the Commission. The ILP as defined in §80048.8.1(e)(1) is designed to comprehensively document the teacher candidates' growth and learning during the induction experience. The ILP is tailored to the needs of the individual based upon the teacher's credential type and job assignment to provide a high level of mentoring and support so that the beginning teacher is helped to develop enduring professional skills.

(e)(2): Add this subsection to provide a definition of a teacher induction program for clarity as what this means was not previously defined in this section.

### **§80413**

(a)(1): Delete the phrase “,except in professional education,” including deletion of the offsetting commas to correct the grammar of the sentence. Assembly Bill 170 (Chap. 123, Stats. 2017) amended Education Code (EC) §44225 to allow an educator holding a baccalaureate degree in professional education to enroll in a California teacher preparation program and be recommended by a Commission-approved program sponsor for a Multiple Subject Teaching Credential. This amendment did not include those seeking the Single Subject Teaching Credential so the phrase “For the single subject credential candidate, the degree earned shall not be in professional education” has been added to make that distinction.

(b)(2): Delete “Effective August 30, 2004,” and “If a beginning teacher is eligible for induction but an employing agency verifies that induction is not available or the employing agency verifies that the beginning teacher is required under the federal No Child Left Behind Act of 2001 (20 U.S.C. Sec. 6301 et seq.) to complete subject matter course work to be qualified for a teaching assignment, the beginning teacher may complete a Commission-accredited fifth year program.”

With the passage of the Every Student Succeeds Act (ESSA), the previous No Child Left Behind (NCLB) requirements are no longer applicable. In addition, fifth year clear credential programs are no longer available so the teacher induction program is now the available route for preliminary credential holders to obtain the clear credential. Delete “c” and add “C” to correct the grammar of the sentence.

(c): Addition of this new subsection (c) clarifies that the requirements of the teacher induction program may be applied to both general and special education teaching credential types. The 2016 Teacher Induction Program Standards apply to both general education and education specialist candidates and contain the Individual Learning Plan (ILP). The Individualized Induction Plan (IIP) was only in the Education Specialist Induction program. Therefore, through the ILP it is not necessary for educators to undergo the extra time or expense of completing separate induction programs for each credential type. Completion of the teacher induction program may be used to qualify an educator for either clear teaching credential type.

(d): Addition of this new subsection (d) clarifies that the requirements of the teacher induction program may be applied to both general and special education teaching credential types. The 2016 Teacher Induction Program Standards apply to both general education and education specialist candidates and contain the Individual Learning Plan (ILP). The Individualized Induction Plan (IIP) was only in the Education Specialist Induction program. Therefore, through the ILP it is not necessary for educators to undergo the extra time or expense of completing separate induction programs for each credential type. Completion of the teacher induction program may be used to qualify an educator for either clear teaching credential type.

(e): Change this subsection from (c) to (e) due to the addition of the new subsections (c) and (d) and to maintain the logical order of the section. Delete the phrase “with an issuance date on or after August 30, 2004.” Previously, candidates for the clear credential who received their preliminary credential prior to August 30, 2004 had the option to complete either a Commission-approved induction program or a Commission-approved fifth year program to qualify for the clear credential. The requirements in subsection (b)(2) to complete a teacher induction program now apply to all preliminary credential candidates seeking the clear credential regardless of the issuance date of the preliminary credential as fifth year clear credential programs are no longer available. Add the phrase “with the exception of those qualifying under subsections (c) and (d).” Credential candidates qualifying for a clear teaching credential under these routes have already met the requirements listed in subsection (b)(2) for a previously issued credential and are not required to repeat them to earn a new credential type.

(f): Change this subsection from (d) to (f) due to the addition of the new subsections (c) and (d) and to maintain the logical order of the section. Add the phrase “one time” to clarify that like the 3-year extension referenced in subsection (g), this special two-year extension is an exception that will only be granted by the Commission once.

(f)(2)(B): Delete the phrase “clear credential” and add the phrase “teacher induction” to clarify that the induction program is the route open to preliminary credential holders to obtain the clear teaching credential as fifth year clear credential programs are no longer available.

(f)(2)(C): Delete the phrase “clear credential” and add the phrase “teacher induction” to clarify that the induction program is the route open to preliminary credential holders to obtain the clear teaching credential as fifth year clear credential programs are no longer available.

(f)(3): Delete this subsection as duplicative. The additional phrase added to subsection (f) clarifies that this special two-year extension will only be issued once.

(g): Change this subsection from (e) to (g) due to the addition of the new subsections (c) and (d) and to maintain the logical order of the section.

(g)(2)(B)(i): Delete the phrase “clear credential” and add the word “induction” to clarify that the induction program is the route open to preliminary credential holders to obtain the clear teaching credential as fifth year clear credential programs are no longer available.

(g)(2)(B)(ii): Delete the phrase “clear credential” and add the word “induction” to clarify that the induction program is the route open to preliminary credential holders to obtain the clear teaching credential as fifth year clear credential programs are no longer available.

(h): Change this subsection from (f) to (h) due to the addition of the new subsections (c) and (d) and to maintain the logical order of the section.

(h)(1): Add the phrase “agencies within the state of California.” The credential requirements of this section are intended to apply only to educators completing programs within California. Adding this phrase clarifies that this definition likewise applies only to agencies in the state of California.

(h)(1)(A): Delete the phrase “in California” as redundant.

(h)(1)(B): Delete the phrase “in California” as redundant.

### **Next Steps**

Staff recommends that the Commission approve the proposed amendments to Title 5 of the California Code of Regulations pertaining to Clear teaching credentials and teacher induction programs to define and refine the requirements for a Clear teaching credential for both general education and special education teachers and in order to schedule a public hearing following the required 45-day response period.

**CALIFORNIA CODE OF REGULATIONS**  
**TITLE 5. EDUCATION**  
**DIVISION 8. COMMISSION ON TEACHER CREDENTIALING**

**§ 80048.8. Specific Requirements for the Preliminary Education Specialist Instruction Credential.**

(a) The minimum requirements for the five-year preliminary Education Specialist Instruction Credential includes (1) through (10):

(1) a baccalaureate or higher degree from a regionally accredited institution of higher education;

(2) the completion of a Commission-approved preliminary Education Specialist program of professional preparation, as appropriate to the specialty area(s) sought; as provided in Education Code Section 44373(c).

(3) meet the basic skills requirement as described in Education Code Section 44252, unless exempt by statute;

(4) subject-matter knowledge by one of the following:

(A) passage of examination(s) as provided in Education Code Sections 44280, 44281, and 44282 as appropriate for the multiple subject credential, or for the single subject credential in the areas of art, English, foreign language, mathematics including foundational-level mathematics, music, social science, or science including foundational-level general science and specialized science; or

(B) by completion of a subject matter program as provided in Education Code Section 44310 as appropriate for the multiple subject credential, or for the single subject credential in the areas of art, English, foreign language, mathematics including foundational-level mathematics, music, social science, or science including foundational-level general science and specialized science.

(C) holders of a California clear, professional clear, preliminary, Level I, or life teaching credential requiring a baccalaureate or higher degree, verification of subject-matter competence, and a program of professional preparation, including student teaching, are exempt from the subject matter knowledge requirement.

(D) candidates for the education specialist credential in Early Childhood Special Education are exempt from the subject matter knowledge requirement.

(5) demonstration of the study of alternative methods of developing English language skills, including the study of reading, as described in Education Code Section 44259(b)(4) and passage of the reading instruction competence assessment as provided in Education Code Section 44283;

(6) knowledge of the Constitution of the United States, as specified in Education Code Section 44335;

(7) completion of the study of health education, as described in Education Code Section 44259(c)(4)(A);

(8) completion of the study of computer based technology, including the uses of technology in educational settings, as described in Education Code Section 44259(c)(4)(C);

(9) completion of the study of English learners as described in Education Code Section 44259.5(c); and

(10) The preliminary Education Specialist preparation program must develop a Transition Plan for each candidate prior to the completion of the preliminary program that will assist the developers of the ~~Individualized Induction Plan (IIP)~~ Induction Individual Learning Plan (ILP).

(b) Period of Validity.

(1) A preliminary Education Specialist Instruction Credential issued on the basis of the completion of the requirements in subsection (a) is valid for five years.

(c) Definition.

(1) "Transition Plan": The preliminary education specialist preparation program will develop a Transition Plan for each candidate prior to the completion of the preliminary program that will assist the developers of the ~~IIP~~ ILP defined in Section 80048.8.1(1). The Plan includes the individual's strengths and areas of need that can be addressed in the clear credential preparation program. The Plan facilitates the individual's transition from initial teacher preparation to a clear education specialist credential preparation program by building upon and providing opportunities for demonstration and application of the pedagogical knowledge and skills acquired in the preliminary credential preparation program.

Note: Authority cited: Section 44225(q), Education Code. Reference: Sections 44227(a), 44251, 44252, 44259, 44259.5, 44265, 44274.2, 44280, 44281, 44283, 44310, 44335 and 44373, Education Code.

#### **§ 80048.8.1. Specific Requirements for the Clear Education Specialist Instruction Credential.**

(a) The minimum requirements for the clear Education Specialist Instruction Credential for a candidate prepared in California include all of the following:

(1) possession of a preliminary or Level I Education Specialist Instruction Credential;

(2) ~~Within 60 days of employment or, in the case of an individual who is not employed, prior to beginning a supported beginning teacher induction program, the candidate shall, in collaboration~~



~~with the cooperating college or university, or the employer electing to employ the candidate, or the employer's designee, develop an Individualized Induction Plan (IIP) including supported induction and job-related course of advanced preparation. Either the college or university or the employer may be the program sponsor. The IIP must meet the conditions in the subsections below.~~  
Enrollment in and successful completion of the mentor supported ILP based requirements in an approved Teacher Induction Program.;

~~(A) An approved IIP signed by the participating parties: the credential candidate, program coordinator from the Clear Credential program sponsor, and employer or designee. The IIP may be revised as needed upon agreement by same parties;~~

~~(B) A maximum of 12 semester units (or its equivalent) of coursework or professional development can be listed on the IIP or a combination of the two as determined in the IIP;~~

~~(C) A person not employed in a school setting may complete the Education Specialist Clear Credential requirements in an educational setting that is mutually acceptable to the parties signing the Individualized Induction Plan, so long as that setting allows demonstration of effective teaching and the menu of professional development options address all credentials that are being cleared; and~~

~~(D) If an individual holds more than one general or special education credential that requires the completion of an induction program for renewal, the Individual Learning Plan (ILP) ~~Individualized Induction Plan (IIP)~~ that guides the teacher's advanced preparation shall be written to clear all general and special education preliminary credentials held as is applicable to the candidate's assignment and induction participation.~~

~~(b) Completion of a Commission-approved preparation program accredited by the Committee on Accreditation in the clear credential specialty area(s) sought, as provided in Education Code Section 44373(c).~~

~~(c) A qualified applicant holding a valid clear Multiple Subject or Single Subject Teaching Credential who has completed a clear teacher induction program shall upon completion of a preliminary education specialist credential program be granted a clear Education Specialist Instruction Credential without first being required to hold a preliminary Education Specialist Instruction Credential or complete an additional induction experience.~~

~~(d)~~ Period of Validity.

~~(1) A clear Education Specialist Instruction Credential issued on the basis of the completion of the requirements in subsections (a), ~~and (b)~~, and (c) is valid for five years.~~

~~(d)~~ Definition.

(1) ~~“Individualized Induction Plan”~~Individual Learning Plan (ILP): Based on the Preliminary Program Transition Plan defined in Section 80048.8(c)(1), the ~~IIP includes appropriate professional development and/or course work designed to expand and apply the candidate's skills and knowledge. The scope of the IIP is determined by the teacher's educational setting and/or areas identified in the Transition Plan as areas of need. The IIP identifies the coursework, experiences, and/or tasks that must be completed while guiding the activities to support growth and improvement of professional practice~~ILP is a comprehensive document that must address the California Standards for the Teaching Profession (CSTP). The ILP provides the ‘road map’ for the streamlined induction experience for clear credential candidates and completion of the ILP based activities provides evidence in determining candidate competency for the clear credential recommendation.

(2) Commission Approved Teacher Induction Program - A two year, job embedded program of mentoring, support and learning based in the California Standards for the Teaching Profession that begins in the teacher’s first year of teaching.

Note: Authority cited: Section 44225, Education Code. Reference: Sections 44225, 44251, 44259, 44265 and 44373, Education Code.

**§ 80413. Specific Requirements for Preliminary and Clear Multiple and Single Subject Teaching Credentials for Applicants Prepared in California.**

(a) The minimum requirements for the five-year preliminary multiple and single subject teaching credentials for California-prepared applicants shall include successful completion of all of the following:

(1) A baccalaureate degree or higher degree, ~~except in professional education,~~ from a regionally accredited institution of higher education. For the single subject credential candidate, the degree earned shall not be in professional education.

(2) Meet the basic skills requirement as described in Education Code Section 44252, unless exempt by statutes or regulations.

(3) A Commission-approved multiple subject or single subject program of professional preparation, as appropriate to the credential sought as described in Education Code Section 44259(b)(3).

(4) Completion of a study of alternative methods of developing English language skills, including the study of reading, as provided in Education Code Section 44259(b)(4). In addition multiple subject applicants shall pass the reading instruction competence assessment as provided in Education Code Section 44283.

(5) Subject-matter knowledge:

(A) For a multiple subject credential, an applicant enrolled in a teacher preparation program shall meet this requirement either by passage of an examination as provided in Education Code Sections 44280, 44281, and 44282 or by completion of a subject-matter program as provided in Education Code Section 44310.

(B) For a single subject credential, an applicant shall meet this requirement either by passage of an examination as provided in Education Code Sections 44280, 44281, and 44282 or by completion of a subject-matter program as provided in Education Code Section 44310.

(6) Demonstration of knowledge of the Constitution of the United States as provided in Education Code Section 44335.

(7) Demonstration of basic competency in the use of computers in the classroom as provided in Education Code Section 44259(b)(7).

(8) Verification of completion from a Commission-approved program accredited by the Committee on Accreditation in the preliminary credential sought, as provided in Education Code Sections 44373(c) and 44259(b)(3).

(b) The minimum requirements for the clear multiple or single subject teaching credentials must be completed within five years from the initial date of the issuance of the preliminary credential. The requirements include, successful completion of all of the following:

(1) Possession of a valid preliminary teaching credential.

(2) ~~Effective August 30, 2004, c~~ Completion of a Commission-approved program of beginning teacher induction as specified in Education Code Section 44259(c)(2). ~~If a beginning teacher is eligible for induction but an employing agency verifies that induction is not available or the employing agency verifies that the beginning teacher is required under the federal No Child Left Behind Act of 2001 (20 U.S.C. Sec. 6301 et seq.) to complete subject matter course work to be qualified for a teaching assignment, the beginning teacher may complete a Commission-accredited fifth year program.~~

(3) A health education requirement, as provided in Education Code Section 44259(c)(4)(A).

(4) Special education training, as provided in Education Code Section 44259(c)(4)(B).

(5) Study of advanced computer-based technology, including the uses of technology in educational settings, as provided in Education Code Section 44259(c)(4)(C).

(6) Effective July 1, 2005 advanced study in the area of Teaching English Learners.

(7) An application for a clear multiple subject or single subject credential shall only be submitted by a Commission-approved teacher induction program. ~~either (A) or (B) below:~~

~~(A) A Commission-approved induction program; or~~

~~(B) A regionally accredited institution of higher education with a Commission accredited fifth year.~~

(c) A qualified applicant holding a valid Education Specialist Instruction Credential who has completed a clear teacher induction program shall upon completion of a preliminary multiple subject teaching credential program be granted a clear multiple subject teaching credential without first being required to hold a preliminary multiple subject teaching credential or complete an additional induction experience.

(d) A qualified applicant holding a valid Education Specialist Instruction Credential who has completed a clear teacher induction program shall upon completion of a preliminary single subject teaching credential program be granted a clear single subject teaching credential without first being required to hold a preliminary single subject teaching credential or complete an additional induction experience.

~~(e)~~ All applicants for multiple subject and single subject clear credentials issued pursuant to Education Code Section 44259(c) with an issuance date on or after August 30, 2004 shall complete the requirements in subsection (b)(2) above, with the exception of those qualifying under subsection (c).

~~(f)~~ The Commission may extend the term of the credential one time for a two-year period if the following conditions apply:

(1) An individual's five-year preliminary time period has expired or will expire within one calendar year and the individual obtains employment in an employing agency as defined in subsection (f) which would allow the individual to complete the requirements in subsection (b).

(2) The individual submits the following to the Commission:

(A) A completed Application for Credential Authorizing Public School Service (41-4) together with its related Instruction and Information Sheet and Form OA-EF, as specified in section 80001, and the appropriate fee as specified in section 80487(a)(1).

(B) Verification of employment from an employing agency in a position that allows the individual to complete the ~~clear credential~~ teacher induction program.

(C) Verification of enrollment in a Commission-approved ~~clear credential~~ teacher induction program.

~~(3) The extension may be issued only once, except in cases where the individual provides proof that verifies sufficient progress toward completion of the requirements.~~

(eg) The Commission may extend one time the term of the credential for a three-year period if the following conditions apply:

(1) An individual's five-year preliminary time period has expired or will expire within one calendar year and the individual has not been employed in a position which would allow completion of the requirements in subsection (b).

(2) The individual submits the following to the Commission:

(A) A completed Application for Credential Authorizing Public School Service (41-4), together with its related Instruction and Information Sheet and Form OA-EF, as specified in section 80001, and the appropriate fee as specified in section 80487(a)(1).

(B) A signed statement by the individual which includes:

(i) Why the ~~clear-credential-induction~~ program was not completed in the five years while the preliminary credential was valid and a description of the plan to complete the requirements within the three year extension time period, and

(ii) Certification that he or she was not employed in a position for which the ~~clear-credential-induction~~ program was available or was employed for less than one school year and was not able to complete the ~~clear-credential-induction~~ program.

(fh) Definitions:

(1) The term "employing agency" as used in this section shall mean educational agencies within the state of California:

(A) Public school districts ~~in California~~.

(B) County offices of education or county superintendents of schools ~~in California~~.

(C) Schools that operate under the direction of a California state agency.

(D) Nonpublic, nonsectarian schools and agencies as defined in Education Code Sections 56365 and 56366.

(E) Charter Schools as established in Education Code Section 47600.

(F) Private schools.

(G) Juvenile court school.

(H) Juvenile or adult corrections.

(2) A beginning teacher is one who is eligible to participate in a Commission-approved induction program.

Note: Authority cited: Section 44225, Education Code. Reference: Sections 44227, 44251, 44252, 44259, 44259.5, 44280, 44281, 44282, 44283, 44310, 44335 and 44373, Education Code.